DOCUMENT RESUME

ED 326 743 CE 056 627

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TITLE Dinar Today. Feasibility Study for the Socioeconomic Development Strategy Plan for the City of Dinar.
INSTITUTION Ohio State Univ., Columbus. Center on Education and Training for Employment.
PUB DATE Nov 90
NOTE 32p.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Cultural Background; *Cultural Context; Demography; Developing Nations; *Economic Development; *Economic Factors; Feasibility Studies; Foreign Countries; *Labor Force; Local Government; *Planning; *Power Structure; Work Attitudes
IDENTIFIERS *Turkey (Dinar)

ABSTRACT

Researchers conducted individual and group interviews with 76 individuals in Dinar, Turkey, from August 14 to 21, 1990. They also observed numerous expressions of local economic activity. Findings indicated the population appeared ample to support increased economic activities despite some danger of a brain drain. The natural resources and the local labor force could support increased economic activities. Community power resources alone were, however, not sufficient to bring about economic development. Public attitudes supported economic development. Although conditions of access and equity were not ideal, the general state of education in the district did not present an obstacle to economic development. Two recommendations were made: funding should be sought to initiate economic development activities and any economic development plan should meet certain criteria, namely that planned economic activities should be labor intensive, capitalize on the current work skills of the local labor force, respect the traditional nature of the people, be based on local input, and include start-up capital from outside Dinar. Components of such a plan were identified: provision to meet the needs of women, provision to meet the employment needs of youth, and refinement of the education and training system. (YLB)

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DINAR

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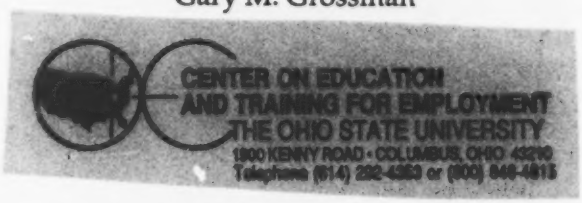
TODAY

FEASIBILITY STUDY FOR THE SOCIOECONOMIC DEVELOPMENT STRATEGY PLAN FOR THE CITY OF DINAR

by
Michael E. Wonacott
Gary M. Grossman



Center on Education and Training for Employment
The Ohio State University
Columbus, Ohio

November 1990

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ACKNOWLEDGEMENTS

In the performance of any project, many individuals deserve recognition and thanks for a successful effort. This is especially true when the project staff becomes involved in work in another nation and culture. Those who assisted us, provided us guidance, and extended their hospitality generously are too numerous to name. Our work was dependent upon literally hundreds of people in great and small ways, from providing help directly to simply showing patience. Among those who clearly deserve special notice are the following: Mr. Fikret Uccan, who conceptualized the project and resolved many problems along the way; Ms. Senay Eser, who provided the project coordination for the State Planning Organization; Mr. Tenaz Titiz, Mr. Nuri Arslan, Ms. Ruveyde Akbay, and Mr. Ahmed Erdogan for their expertise and counsel. In Dinar, we wish to thank the subgovernor, Mr. Mesut Sarikaya, and his staff and Mr. and Mrs. Kaylar and their children for their friendship and hospitality. In addition, we appreciate the leadership of Mr. Paul van Hanswijck de Jonge and Mrs. Seyhan Aydinligil from the United Nations Development Program. Finally and certainly not least, we deeply appreciate the able assistance of Ms. Zeynep Kuzucu--her skills in translation, her participation in the analysis of data, and her encouragement and support.

What cannot be forgotten is the support of the people of Dinar. This report as it stands is only possible because they participated wholeheartedly; indeed, the utility of any recommendation we have made for the future of Dinar depends on their interest, vision, and willingness to change. We are grateful for what we have accomplished together to date and look forward to a future together.

Gary M. Grossman
Michael E. Wonacott

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INTRODUCTION

Researchers spent one week in Dinar, from Tuesday, August 14, 1990, to Tuesday, August 21, 1990. During that time, they interviewed a total of 76 persons, either individually or in focus group sessions, including district administrators, municipal officials, business leaders, professional women, youth, and private citizens.

In addition to conducting individual and group interviews, researchers also observed numerous expressions of local economic activity. They visited a total of 11 manufacturing and retail establishments: 2 flour mills, a fertilizer merchant, a manufactory, a tinplate manufactory, a sunflower oil concern, a compressed oxygen plant, a carpet weaving and sales center, a poultry breeding establishment, a salmon fishery, and a plastics manufacturer. They were able to observe tourist traffic through Dinar closely while eating at a local restaurant that specialized in catering to tourist busses. They also visited places of recreation (e.g., tea gardens) and observed archeological remains at various locations. These experiences provided qualitative dimensions to the statistics forming the basis of this study.

Such statistical information as was available locally was gathered with the assistance of district administrators, municipal officials, and local librarians. The Social Planning Department of the State Planning Organization served to coordinate the acquisition of national and regional information for the research team, assisted with the logistics of field work, and provided consultation at critical points. In addition, numerous knowledgeable respondents provide their own estimates of local statistics not otherwise available.

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FINDINGS

The district of Dinar lies at the juncture of the Aegean and Mediterranean regions near the Lakes District. Within the district, the city of Dinar, most of the villages, and the southern parts of the Dombay plain are situated in the Mediterranean region; the other parts of the district fall in the Aegean region. The district lies between 37 degrees 50 minutes and 38 degrees 20 minutes east longitude and 29 degrees 58 minutes and 30 degrees 32 minutes north latitude, comprising a total surface area of 1,286 square kilometers. The city of Dinar is approximately 860 meters above sea level and is surrounded by the Samsun mountains to the north, Akdag to the east and south, and the Dinar plain to the West. Dinar's origins precede the Christian era. The region abounds in archeological remains--for example, an amphitheater, sphinx, tombs, and tumulus--from the Alexandrian, Hellenistic, and Phrygian eras.

Dinar enjoys a location of natural beauty and a favorable climate that is both continental and Mediterranean. The average temperature is approximately 12.6 degrees Celsius, with a recorded maximum average of 23 degrees in July and a recorded minimum average of 3 degrees in January. Average annual rainfall is 450 cubic meters, with a maximum of 56 cubic meters in December and a minimum of 9 cubic meters in August.

Dinar enjoys the advantage of being a transportation hub. The city of Dinar is located at the intersection of highways linking central, western, and southern Anatolia. Major highways link Dinar with Afyon to the north, Denizli and eventually the Aegean coast to the west, Antalya and the Mediterranean coast to the south, and Isparta to the southeast; in addition, a secondary highway links Dinar with Civril to the northwest. Local paved and unpaved roads connect the city of Dinar and the 4 towns and 63 villages of the district; most villages are connected to neighboring villages by unpaved roads 1-3 kilometers in length.

Dinar also lies at the intersection of state railway lines. A main line runs through Dinar from Afyon to Denizli and the Aegean coast, and branch lines connect Dinar with Isparta and Civril. The district contains a total of 68 kilometers of track; the state railways station is located in the city of Dinar. Finally, the city of Dinar, the four towns, and all villages of the district have television, radio, and telephone services, and telegram and Fax services are available in the district as well, although no newspaper is published locally.

Various facilities provide health care to the inhabitants of Dinar. A modern, full-capacity, 100-bed hospital was constructed in the city of Dinar in 1982; respondents reported that 13 physicians were working in the hospital at the time of the study. Other specialized health facilities include the Central Health Unit; the Family Planning, Mother, and Child Care center; and the Tuberculosis Dispensary. General-purpose clinics in the district were reported to provide care to a total of 56,195 patients in 1987.

According to local reports, Dinar relied exclusively on hydroelectric power for energy; limited coal reserves were available but were not currently used to generate electricity. Feasibility studies have been conducted by government agencies for the construction of an additional 5-megawatt hydroelectric generating plant. Local respondents reported that they expected the plant to be built, although construction has not yet begun. Firewood was also used as a fuel to some extent, especially in rural areas and smaller villages. The local water supply was reported to be 105 million cubic meters per year, of which amount 35 million cubic meters was used for irrigation and 5 million cubic meters for household use. The remaining 65 million cubic meters was stored in reservoirs. Local respondents termed this supply adequate for both for current needs and for expanded needs in the future, although they were unable to quantify the level of expanded needs that could be met by the current supply.

DEMOGRAPHY

Local sources estimated that the population of Dinar was approximately 88,000 in August 1990, which represents an increase of 17.9 percent over 1985 census figures (see table 1[1]). Local sources of information also estimated that approximately 35,200 people, or 40 percent of the current total population, were above the age of 20; that 51 percent of the total population was female and 49 percent male; and that 35,000 or more of the inhabitants of the district actually lived in the city of Dinar. Using the local estimate of 88,000 inhabitants, researchers calculated a population density of 71 persons per square kilometer. Finally, local sources stated that there were no identifiable ethnic or cultural subgroups in the district and that population demographics had remained constant over the past several years with the single exception of the growth in total population. However, further research indicated that the current population of the district may have come originally from diverse cultural backgrounds.

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1. The statistical information contained in all the tables in this report is taken from the Briefing File of the Subgovernor's Office, Dinar District, Afyon Province, 1989.

TABLE 1

DISTRICT POPULATION

	1980	1985	% Change
City of Dinar	20,869	28,598	+ 37
Towns	12,511	18,677	+ 49
Haydarli	5,422	7,475	+ 38
Tatarli	4,067	6,605	+ 62
Ulukoy	1,430	2,553	+ 78
Kinik	1,592	2,044	+ 28
All Villages	27,819	27,333	- 2
Total	61,199	74,608	+ 22

The district of Dinar had 14,244 residential units, of which 6,348 were located in the city of Dinar and 7,896 in the towns and villages of the district. In addition, state institutions owned 1,593 residential units in the district. Although some construction cooperatives operated in the city of Dinar, none had been organized by the municipal governments of the district.

Compared with the other cities of Afyon province, the origins of the inhabitants of Dinar were extremely mixed. Local estimates were that 70 to 80 percent of the inhabitants of the city of Dinar originally came from other towns and villages of the district, as well as from the province of Siirt. According to several respondents, many of the original natives of Dinar had emigrated to the larger cities of Turkey; original natives who remained in Dinar tended to work in such agricultural activities as sugar beet cultivation, while immigrants from other provinces were more likely to work in construction and similar sectors.

ECONOMY

The local labor market is divided into three primary sectors: industry (consisting of manufacturing, repair, and intermediate inputs), agriculture, and services (consisting of construction, government, trade, and mining). Local respondents estimated that approximately 8 percent of the total labor force was employed in industry, 58 percent in agriculture, and 34 percent in services. (The 58 percent figure for agriculture included all agricultural workers above age 12; if agricultural employment were defined to include only workers age 16 and above, the agricultural share of the total labor force would fall to 52 percent and the shares of industry and services would increase proportionately.) Local estimates of the unemployment rate ranged from 3.2 percent to 5 percent, amounting to

2,800 and 5,500 persons, respectively; these estimates were considered very tentative, however, and are only approximations in the absence of more reliable data.

Local sources estimated an average annual income of US $600 for inhabitants of the Dinar district; this compared to 1990 Turkish government estimates of an average annual income of US $1,890 nationwide. Respondents in Dinar also stated that the majority of local income was derived from agriculture--not surprising, given the preponderance of employment in the agricultural sector. Furthermore, local respondents estimated that the lower-income group comprised 75 percent of the population of the district, the middle-income group 15 percent, and the upper-income group 10 percent.

Specific price and wage data were reported to be unavailable for the Dinar district, as local studies had not been conducted. The inflation rate for the Dinar district was estimated to be 62 percent per year, compared to 69.6 percent per year nationwide for 1989. Respondents believed that Dinar enjoyed a somewhat lower annual inflation rate because of the different pricing structure for agricultural products, which predominated in the local economy.

Agriculture. Slightly less than half of the total surface area of the district of Dinar--1,286 square kilometers, or 128,600 hectares, was arable land (see table 2). Local respondents estimated that 99 percent of the district's farmers owned their own land. Respondents also reported that of the total of 62,200 hectares of arable land, approximately 13,000 hectares was artificially irrigated using either ground water or water from reservoirs. It was further reported that when three current irrigation projects (Karakuyu, Yesilcat, and Pinarli) were completed, the district's total irrigation capacity was expected to increase to 20,000 hectares. Thus, 32 percent of the total arable land of the district could be irrigated at that point.

TABLE 2

LAND USE

	Area in Hectares	% of Total
Arable land	62,200	48 %
Nonarable land	36,000	28 %
Heath and forest	16,900	13 %
Pasture land	13,500	11 %
Total	128,600	100 %

A considerable variety of crops was produced in the district, given the temperate climate and the large proportion of arable land available (see tables 3 and 4). Respondents reported that sugar beets, potatoes, sunflowers, and poppies, and anise were grown as cash crops. It was also reported that the cultivation and marketing of fruit was little developed

TABLE 3

CROP PRODUCTION

	Area Harvested (hectares)	% of Arable	Production (metric tons)
Cereals	44,650	71.78 %	91,410
Sugar beets	3,625	5.83 %	163,125
Chick-peas	1,450	2.33 %	2,530
Fodder	1,250	2.01 %	5,500
Sunflowers	1,200	1.93 %	9,900
Fruits	1,010	1.62 %	3,554
Potatoes	1,000	1.61 %	18,000
Corn	500	0.80 %	1,200
Onions	230	0.37 %	2,530
Melons	180	0.29 %	4,750
Poppies	120	0.19 %	216
Anise	100	0.16 %	70
Roses	100	0.16 %	300
Other	398	0.64 %	5,301
Fallow land	6,387	10.27 %	
Total	62,200		

TABLE 4

FRUIT PRODUCTION

	Quantity	Production (metric tons)
Apple	34,000 trees	2,040
Morello cherry	35,000 trees	700
Pear	10,000 trees	300
Grape	3,100 vineyards	480
Almond	8,000 trees	34
Total		3,554

in the district because of the predominance of animal husbandry.

Animal husbandry also generated considerable income for the inhabitants of Dinar; local opinion was that its widespread success resulted in great measure from the amount of land available for grazing, including 13,500 hectares of actual pasture land and an

additional 52,900 hectares of heath, forest, and nonarable land, which support limited grazing (see table 5).

TABLE 5

ANIMAL HUSBANDRY

Stock	Number	Stock	Number
Hybrid cattle	9,950	Goats	33,000
Pure-blood cattle	625	Poultry	260,000
Water buffalo	142	Turkeys	2,500
Sheep	87,720	Beehives	3,100

The number of hybrid cattle was expected to rise in the district, given the implementation of the village animal husbandry project and the expanding use of artificial insemination. Likewise, it was reported that poultry breeding has been on the increase for some years; chickens were raised for their eggs. In total, 76 breeding operations were reported to be in business, with individual capacity varying from 2,000 to 20,000 eggs. A poultry cooperative had been set up and was in operation to provide more efficient and effective marketing for eggs. Chicken eggs were by far the most important animal husbandry product in the district (see table 6).

TABLE 6

ANIMAL HUSBANDRY PRODUCTS

	Quantity		Quantity
Eggs	70,000,000	Milk	9,550 tons
Meat	700 tons	Butter	25 tons
Wool	100 tons	Cheese	600 tons

Finally, respondents reported that the mechanization of agriculture was increasing rapidly (see table 7). However, respondents also reported a negative side-effect of such mechanization: the more automated agriculture became, the more unemployment was perceived to be created through the loss of jobs in the sector. The rapidly increasing use of irrigation, on the other hand, was reported to be sufficient to maintain a steady rise in agricultural production.

Manufacturing and trade. The trade and manufacturing sectors of the economy of the district of Dinar were very active. The strength of these sectors was attributed to the district's strategic location in the nationwide transportation system, the high agricultural

TABLE 7

AGRICULTURAL MACHINERY IN USE

	Quantity		Quantity
Tractors	2,400	Sowing drills	50
Heavy tractor plows	2,400	Grinding machines	400
Heavy animal plows	1,700	Combine-harvesters	18

production of the district, and the relatively large local population. The district boasted 8 limited companies, 6 incorporated companies, 1 mixed-liability company, and 17 mutual partnerships; 9 banks operated in the district; and 48 agricultural cooperatives promoted agricultural development and construction. The Chamber of Industry and Commerce in Dinar had 756 members representing 66 enterprises perating in 17 fields. Among those 66 enterprises were 13 manufacturing establishments employing a total of 248 workers (see table 8). An additional 1,061 persons (of whom table 9 provides a sample) were registered with the local craftsmen and artisans association. The industrial park currently under construction at the edge of the city of Dinar was already partly tenanted but still had additional space available for new enterprises.

TABLE 8

MANUFACTURING ENTERPRISES

	Product	Annual Production	Workers
Diyas	Plant products	13,000 metric tons	6
Mustafa Ongun	Chemicals	100,000 metric tons	6
Alinaci Ozturk	Compressed oxygen	450 metric tons	5
Agsan Co., Ltd.*	Fishing nets	100,000 metric tons	153
Acarlar Co., Inc.	Sacks	10,000,000 metric tons	7
Koyuncular	Canvas	900,000 meters	2
Merve Co., Ltd.	Canvas & plastics	900,000 meters	6
Dumanlar	Cotton & linen	600,000 meters	9
Topcuoglu	Tinplate	500,000 pieces	12
Tansan	Tinplate	960,000 pieces	9
Gurcarlar Flour	Flour	15,000 metric tons	12
Kardesler Flour	Flour	15,000 metric tons	9
Dedeoglu Flour	Flour	10,000 metric tons	12

*Not currently in operation

In addition to the manufacturing establishments listed in table 8, 12 local manufacturers produced agricultural machinery; a total of 800 trailers, 5,000 jacking devices,

TABLE 9

ARTISANS AND CRAFTSMEN

Group	Number	Group	Number
Grocer	180	Butcher	13
Coffee maker/seller	59	Ready-made shoe dealer	17
Auto repairer	51	Auto mechanic	7
Carpenter	46	Coachwork repairer	13
Blacksmith	47	Tire dealer	8
Tailor	30	Coachwork maker/dealer	18
Restaurant keeper	27	Sugar merchant	7
Barber	26	Electrician	12
Furniture maker/dealer	13	Petroleum-related dealer	14
Auto commissioner	15	Vegetable oil manufacturer	4
Automotive electrician	22	Radio/TV repairer	14
Hotelkeeper/manager	4		

200 gearboxes, 650 heavy plows, 100 grinding machines, 100 disk-harrows, and 50 fertilizer spreaders had been produced and marketed by these manufacturers. Finally, kaolin was abundant in the district; it was processed by five firms to produce the by-products used in the dye industry and in the production of cotton and linen shoes.

Local respondents reported that the number of technical school graduates and certificated workers was more than sufficient for current employment needs; in fact, a greater pool of technically trained and skilled labor was available than was needed. Respondents believed that even with the large pool of skilled labor available, there was little or no incentive for either public or private investment to stimulate trade and manufacturing in the district.

Projections for the future. Respondents stated that they expected the number of technical school graduates and the number of trained young women to increase rapidly but that they did not expect the number of jobs to increase in equal proportions. Nonetheless, most respondents did expect overall income in the district to show an increase in real terms with time; agricultural income was expected to increase the most as agricultural productivity came to reach European standards in the near future. Furthermore, many respondents believed that the district of Dinar would become a province, resulting in the creation of approximately 1,000 new government jobs in the district; this issue, however, is entirely up to the national government.

SOCIOLOGICAL FACTORS

Residents of the Dinar district were also questioned about various sociological factors that have a bearing on economic development. Those include the dynamics and politics of

the culture, perceptions of the culture from within, and specific perceptions of work, particularly as work concerns women and youth.

Indices of social stratification. Respondents reported three factors that determined one's social position in Dinar: wealth, professional status, and family. Wealth and professional status were both considered acquired characteristics, whereas family status was inherited: if you were born to middle-class parents, you began life as a middle-class person yourself, although family status was not immutable. Many respondents indicated that family status could change significantly within two or three generations, depending on the wealth and professional status acquired by the individuals involved. Dinar therefore presented combined aspects of ascription and achievement in social relations. Both play important roles in the assignment of social influences. In general, community leadership was based on possession of at least two of these three characteristics.

Family and kinship structure. Although the nuclear family was viewed by all respondents as the paramount family unit, the extended family was reported to play a large and pervasive role in the dynamics of the community. Many respondents indicated that if they had a job to offer freely, they would first do so to a member of their own extended family; likewise, if they were seeking a job for either themselves of one of their children, they would first canvass the possibilities available through those same members of their extended family. This is, of course, typical of traditional networks in third world nations' social characteristics.

Similarly, many of the manufacturers and merchants interviewed reported that they had acquired their business by inheritance. Likewise, when a business was owned by one or more partners, the great majority of those partners were reported to be extended family members--brothers, brothers-in-law, uncles, nephews, and cousins. In father-and-son partnerships, the son typically played a subordinate role at the outset, becoming a full and equal partner over time.

Finally, the extended family was universally perceived as a sort of economic safety net. Many respondents reported that in case of economic difficulty they would seek help from members of their extended family and that they would expect it to be given; equally, they would offer help to extended family members in need of it. In addition, many respondents reported that they or their children would be more likely to go to another area to seek employment if an extended family member lived in that area.

Loci of community power. Three loci of community power were reported by respondents in Dinar: the local representatives of the centralized national government, headed by the nationally appointed subgovernor; the local government of the city of Dinar, headed by the locally elected mayor; and local business leaders. Local representatives of the national government were perceived to have a limited role in implementing national decisions and policy. The local elected government was primarily perceived as having the power of petition in the national arena. Local business leaders, on the other hand, were typically viewed as the holders and wielders of effective, day-to-day economic power within the community. Their ability to use capital and provide employment opportunities was

perceived to be considerable, but it was also felt to be somewhat limited by the relatively small amounts of capital thought to be available to local business leaders.

Respondents also reported the existence of another locus of community power--this one located outside of Dinar. The provincial administration, headed by the nationally appointed governor, was perceived to exercise a large degree of control over the district of Dinar. The provincial governor was reported to enjoy somewhat greater autonomy and independence of action than the subgovernor of the district of Dinar and consequently the ability to favor one district of the province over another in implementing decisions and policies made at the national level.

The impact of religion. Respondents reported that religion had relatively little impact on day-to-day life, either economic or social, in Dinar. Furthermore, researchers observed no interruption of secular activities during the calls to prayer, nor were religious leaders cited by respondents as influential or powerful members of the community.

Political alignments of the public. Respondents were for the most part reluctant to discuss individual political alignments, either their own or those of others. For instance, many respondents mentioned that the mayor of the city of Dinar belonged to one of the opposition political parties--but no one volunteered the actual name of the opposition party. It should be noted that mayor of the city of Dinar is an elected position.

Relationship between community power and the political structure. By all reports and other indications, close parallels existed between the loci of community power and the political structure in Dinar. At least within the context of the present feasibility study, local representatives of the national government, representatives of the local elected government, and business leaders in the community appeared willing and even eager to cooperate for the improvement of their district and city. Furthermore, no respondent criticized any of the other individual power holders in Dinar; even in the case of the mayor, respondents merely pointed out as a matter of fact that his membership in an opposition party might limit his ability to intercede effectively on Dinar's behalf with the national government.

Local autonomy vs. national centralization. Almost all respondents believed that the city and district of Dinar enjoyed no effective local autonomy at all. Instead, respondents perceived that the centralized authority of the national government prevailed at all times over local priorities as expressed by the local government. Among the examples of the lack of local autonomy cited by various respondents were local government's inability to impose its own taxes and to decide such fundamental issues as the actual site of the highway construction project currently under way in the city of Dinar.

Public attitudes toward the present social environment. Many respondents commented unfavorably about the lack of recreational facilities in Dinar; specifically mentioned was the lack of movie theaters and sports facilities or parks for young people. There were no negative comments about the distribution of social or political power in the district. Nor were any concerns voiced about the relative status of women and the restriction of women, in practice, to traditionally female occupations.

Indeed, the single most frequent comment about the present context of Dinar was an expression of loyalty toward the area. This expression of loyalty often took the form of loyalty toward respondents' families but just as often was phrased in terms of Dinar itself. On the other hand, numerous respondents stated that they would leave Dinar or that they would urge their children to leave Dinar if jobs were available elsewhere.

Public sense of political and social efficacy. Respondents were almost unanimously pessimistic about their ability to use the political system, either locally or nationally, to bring about an economic revival in Dinar. Among the reasons cited for this perceived inability were the lack of effective decision-making and policy-making authority on the part of both the local government and local representatives of the national administration, the fact that Dinar must compete with other districts to attract the attention of the provincial governor, and party affiliation differences between the national administration and some local leaders, possibly limiting their effectiveness as advocates for development-related initiatives in Dinar.

On the other hand, a good number of respondents expressed the opinion that significant employment opportunities would be created if the present district of Dinar became a province. Not only would provincial status create new government jobs for local residents; the relatively greater autonomy and independence accorded by the national government to provincial governors would allow the specific economic needs of Dinar to be more fully met. While researchers noted a number of such comments, there was some evidence to suggest that aspirations for such a provincial realignment may be premature.

In addition, respondents expressed almost universal satisfaction with the social system of Dinar. In fact, they saw the social system of the district as a neutral factor, as neither help nor hindrance in solving the district's economic problems. The consensus of opinion among respondents was that economic problems had a purely economic basis and were unaffected by social stratification or by the roles assigned to women. There appeared to be no feeling that social change was necessary in order to bring about economic change.

Attitudes toward modernity and tradition. Most respondents interviewed were in favor of modernization and the latest technologies and techniques for work. Members of one poultry cooperative, for example, expressed a keen desire for the latest artificial insemination equipment. Likewise, researchers observed a certain amount of relatively advanced electronic equipment--frankly, a surprising amount, given that Dinar is an economically depressed area of a developing country. Such equipment included Fax machines in local business offices and personal computers in the technical school. Educators in particular spoke very favorably about the potential of distance learning provided to residents of Dinar via telecommunications. However, many respondents reported that they could not afford to purchase such equipment and consequently did not enjoy the possibility of using it.

On the other hand, respondents and residents of Dinar apparently also valued tradition. Almost all respondents voiced the opinion that new employment opportunities created for women, for example, should remain in the traditional female occupations. Likewise, many women, especially older women, were heavily dressed in spite of the summer heat--long-sleeved blouse buttoned at both neck and cuffs, sweater or jacket, calf-

length skirt, a sort of trousers under the skirt, and a head scarf--although many older men were just as heavily dressed and a greater number of women, especially younger women, were dressed in current Western styles.

Furthermore, the great majority of specific suggestions offered for economic development activities stressed the expansion and modernization of traditional economic activities--e.g., a sugar beet processing plant to stimulate production of sugar beets, increased tourism services to cater to the needs of the heavy tourist traffic through Dinar, or training in tailoring or carpet weaving for women. Researchers made the specific suggestion to several respondents that perhaps a characteristic local craft item could be sold to tourists in existing tourist facilities, stimulating home production; however, that suggestion met with unanimous--if polite--disapproval.

Public attitudes toward the future of the area. In spite of the pessimism expressed about the likelihood of finding an outside input for economic development, almost all respondents expressed hope for the future of Dinar and a certain amount of confidence about that future. Indeed, this hope is supported by 1985 figures that rank Dinar 194th among 616 cities in Turkey with respect to socioeconomic indicators and that showed some improvement in the local economy from the mid-1970s to the mid-1980s.

Further, most respondents stated that Dinar had adequate resources in land, labor, and energy to support economic development and that the only thing lacking was capital to start off new development initiatives. Indeed, several business leaders who had started their own businesses with a very small amount of capital felt that it was still possible for their sons to do the same--to build a small investment into a profitable enterprise through hard work, long hours, and personal attention.

All respondents, however, did express serious reservations about the money required to start off development activities; they were unanimous in stating that little or no capital was available locally and that development activities had to be funded by an outside agency. The national government was universally perceived to be the appropriate provider of development funds.

Cultural and social attitudes toward work. Respondents expressed quite uniform attitudes toward work. For example, all respondents indicated a willingness to work; most specified that all people in Dinar wanted to work if only jobs were available. Many respondents went on specifically to disclaim the notion that anyone in Dinar expected to be able to live without working. Rather, respondents frequently cited conventional virtues concerning work--a belief that hard work and perseverance led to success, a willingness to give a hard day's work in exchange for a good day's pay, and so on.

Furthermore, as indicated earlier, most respondents believed that work had positive value, that if jobs were available, the social and economic system in Dinar would operate in favor of anyone who held a job. Almost all respondents explicitly stated the people would be happy and the future of the area would be assured if only everyone had the opportunity to work.

Interestingly, several employers interviewed indicated that they sometimes provided jobs to family members in need when the work load did not really justify creating another job position. These respondents offered the explanation that they felt an obligation to the members of their extended family who were unemployed--that if they could afford to provide work and a temporary income to an unemployed family member, they should do so whether the expense was justified in strictly business terms or not.

Attitudes toward women in the work force. The majority of respondents, both male and female, expressed the opinion that it was preferable for women to work inside rather than outside the home. Equally, however, most respondents also stated that in many cases it was not economically possible for women to work in the home as housewife and mother; rather, the needs of the family for additional income outweighed the desirability of women working in the home. In many cases, professional working women explained their own work outside the home as a result of some such special circumstance. Perhaps the special circumstance most frequently cited was the need for additional income specifically for the purpose of providing educational opportunities for children.

The attitudes of youth toward women in the work force reflected those of their parents. The young men interviewed responded almost unanimously that when they married, they would prefer their wife to remain at home. Likewise, the consensus among young women was that once married, they would prefer to work in the home as well. However, the majority of both young men and young women accepted the likelihood of women working after marriage for economic reasons.

All respondents--male or female, young or old--who expressed an opinion about what kinds of jobs women should hold stated that women should continue to work in what have traditionally been female fields in Turkey--for example, medicine, pharmacy, teaching, carpet weaving, tailoring, and agriculture. Not all respondents expressed opinions on this issue, but no respondents indicated that women should break out of traditional fields into areas typically considered as men's work.

Legal and structural barriers toward youth in the work force. No legal barriers were reported to youth in the work force, although some structural barriers were reported by a number of respondents. Several respondents stated that many employers were reluctant to provide jobs to young people when there were so many adults seeking jobs; in this view, such employers felt that it was more important for out-of-work adults to be able to meet their family obligations than for young people to earn money for education or recreation. A small number of respondents stated that such employer reluctance applied especially to young people from middle- or upper-class families; again the perception was that employers felt the families of such young people both could provide amply for their needs and should do so.

In support of this view, many youth interviewed reported that jobs were extremely difficult to find. Some of those young people agreed that many employers favored adults over youth in selecting job candidates; however, an equal number of young people attributed their inability to find jobs to the simple fact that jobs were very scarce. A small number of youth voiced the opinion that jobs were available for youth but that the jobs

available tended to be rather undesirable, involving menial, unpleasant work. Technical school graduates in particular were reported to be overqualified for available jobs.

EDUCATION

Educational facilities. Primary, middle, and secondary education were provided throughout the district of Dinar (see tables 10 and 11). Most school buildings were considered to be adequate for educational purposes, although some repairs were needed. It was felt, however, that additional primary and secondary school buildings were needed in light of the number of students served.

TABLE 10

PRIMARY SCHOOLS

School	Teachers	Students	Classes
Ataturk Ilk.	27	647	11
Cengiz Topcl	21	730	10
Hurriyet	15	398	7
Yeniyol	32	1,038	14
Yunus Emre	14	387	5
Ulukoy	5	130	5
Haydarli	8	261	6
Tatarli	10	469	9
Villages (total)	173	3,782	143
Total	305	7,842	210

The impact of education. District representatives of the Ministry of Education were unable to provide specific estimates of literacy or numeracy in the general population--that is, they could not estimate the proportions of the population who possessed specific sets of specific communication and computation skills. Likewise, local ministry personnel were unable to estimate dropout rates by individual grade levels. Education personnel did state, however, that school completion rates provided information comparable to literacy and numeracy statistics.

Thus, they computed that 98.5 percent of the district population had graduated from primary school (five years of which are obligatory throughout the nation), 48 percent from middle school, 42 percent from secondary school (either classical or technical lycee), and 9 percent from university. They also computed that approximately 3 percent of students who entered middle school, 4 percent of students who entered lycee, and 2 percent of students who entered university left before graduation.

TABLE 11

MIDDLE AND SECONDARY SCHOOLS

School	Level	Teachers	Students
Dinar Lisesi	Secondary	78	2,514
Endustri Meslek Lisesi	Secondary	34	436
Imam Hatlip Lisesi	Secondary	34	459
Kiz Meslek	Secondary	23	195
Haydarli Lisesi	Secondary	15	207
Tatarli	Middle	6	201
Ulukoy	Middle	9	114
Yesilhuyuk	Middle	6	60
Total		205	4,186

District education officials also reported a positive correlation between social class standing and school completion. In their perception, 95 percent of students from upper-income families were able to continue their education at Turkish universities and colleges, whereas students from middle-income families were restricted in practice to attending technical institutes, and few students from lower-income families were able to attend postsecondary education at all.

Local officials also reported that upon completion of the secondary curriculum, approximately half of all graduates were able to enter the labor market, either locally or externally; however, only 6 percent of technical lycee graduates and 2 percent of classical lycee graduates were able to enter the local labor market.

According to national education policy, all primary, middle, and secondary teachers must hold a teaching certificate. In order to become a branch teacher in primary schools, candidates must complete a 3-year course at Gazi University; in order to become a class teacher (i.e., instructor for all lessons), a 2-year course at Gazi is sufficient. To become a teacher in middle or secondary schools, a 4-year course at Gazi or another approved university is required. Inservice upgrading of pedagogical skills was provided by the Academy of National Education and the Anatolian Instructors School.

Access and equity. Local education officials stated that both the quantity and quality of school facilities and teachers left something to be desired; there were neither sufficient buildings and equipment nor a sufficient number of teachers, and neither teachers nor facilities were always of appropriate quality.

In addition to such systemic shortcomings, officials also reported that males and females did not enjoy equal access *in practice* to all levels of education. While the number of males and females was approximately equal in primary schools, two-thirds of both secondary and university students were male and only one-third female. Equally, officials

reported that access to higher education was restricted *in practice* by social class standing: upper-income families were far more likely to be able to send their children to universities and colleges than were middle- or lower-income families. Officials pointed out, however, that in theory and in law, all educational opportunities were equally available to all students, of whatever gender or social class.

District officials also reported that students with special needs were guaranteed access to primary, middle, and secondary education. However, such students were accommodated in special schools out of Dinar, in either Afyon or Izmir. Furthermore, such special schools offered only a single, uniform curriculum, so that special needs students did not enjoy access to the same range of possibilities as other students.

In addition to normal postsecondary education options, two continuing education programs were described by education officials as providing education opportunities to people who have completed formal schooling. First, secondary school graduates were offered a one-year continuation of their program in order to refine technical skills; it was expected that at the end of the first year of this new program, 87,000 graduates (nationwide) would be employed in various government agencies. Second, the Community Education Center in Dinar offered literacy enhancement and various short-term training programs (e.g., carpet weaving, tailoring, cattle breeding, and computers) to meet the current needs of the district. Education personnel reported that 33 courses were offered to 619 trainees in the 1987-88 school year and 29 courses to 560 trainees in the 1988-89 school year.

Education personnel described apprenticeship training programs in 12 fields operated collaboratively since 1988 by the Turkish Ministry of Education and other ministries. Such programs lasted one to three years and consisted of two components, formal education and on-the-job training. Formal education provided theoretical instruction and applied, hands-on practice, and on-the-job training focused on hands-on practice closely coordinated with the formal curriculum. Student progress was based on the results of both theoretical and applied examinations at the end of each academic year. Students were allowed to leave the apprenticeship training program before the end of the full curriculum but received only a certificate of training rather than full journeyman status. Finally, it was reported that students were not able to start their own businesses without at least a certificate of training.

Education personnel, like all other respondents, reported that women were restricted to work in traditional female occupations (e.g., medicine, education, pharmacy, carpet weaving, tailoring, and agriculture) and that as many as 95 percent of all women worked at home in those occupations. Furthermore, educators estimated that 42 percent of the entire local labor market was unemployed--a much higher estimate than offered by any other local informants. Indeed, educators stated that if seasonally unemployed agricultural workers were included among the unemployed, the unemployment rate would increase to 85 percent.

Curriculum. According to national standards verified by local education officials, the first three years of primary school were devoted to the development of basic literacy, numeracy, and a knowledge of the structure of the government. The fourth and fifth years

of primary school were devoted to the principles of the physical and social sciences. The middle school curriculum was devoted to advanced training in the physical and social sciences. The classical lycee curriculum prepared students to enter the university and allowed specialization in either science or literature. The technical lycee curriculum prepared students for specific occupations, beginning with theory and general principles and ending with applied instruction.

Educators also reported that curriculum content was generally well matched to students needs; specifically, technical training content was appropriate to prepare students for specific occupations. However, educators stated further that the very limited job opportunities in Dinar meant that the majority of technical school students were unable to find jobs in the areas in which they had received training.

Courses at the Community Education Center were reported to train students in the use and repair of computers and advanced telecommunications media. Likewise, technical school courses covered radio, television, telephone, and Fax repair. Computers were reported not to be available for student use during training at the technical school, but students were exposed to telecommunications media through the use of instructional television and videotapes.

Opportunities for distance learning were reported to be somewhat limited. Instructional television repeated rather than supplemented the instruction available through the normal curriculum. However, educators did state that a number of correspondence courses were available through Anatolian University; the university developed student materials and tests, and students were tested in examination centers in Denizli, Izmir, and Antalya.

3

CONCLUSIONS

DEMOGRAPHY

The population of Dinar appears, by all accounts, to be ample to support increased economic activities. Natural population increase coupled with the likely continuation of migration into Dinar should more than offset outmigration to other areas. Dinar appears to be participating fully in the trend toward urbanization evident across the nation.

There is some danger of a brain drain in Dinar. Under current unfavorable economic conditions, the most ambitious and capable young people appear to strongly attracted by the possibility of good jobs and better living conditions elsewhere. Although this brain drain seems to be of minimal proportions now, it is only logical to assume that it will become exacerbated if economic conditions remain unfavorable or deteriorate.

Dinar's infrastructure appears adequate to support present levels of population and some further level of increased population. The present resources of the district in housing, energy, water, health care facilities, and communications are sufficient in their present conditions. Furthermore, they do not appear to set limits to the type of population growth that might result from economic development.

ECONOMY

The natural resources of the district could support increased economic activities. It appears that the current supply of water and energy is underutilized; hence, both would be available for increased economic activities. Likewise, arable land in the district appears capable of supporting increased agricultural production as irrigation capacity continues to grow.

The local labor force is large enough to support increased economic activity. Although local estimates of unemployment appear low, it seems reasonable to assume that those estimates count as employed many people who are actually underemployed. Clearly, many local businessmen use their businesses to provide employment to extended family members in case of need; surely, not all such job positions are necessary to the operations of those businesses. Likewise, many people appear to be employed in family agricultural production for want of anything better, many young people are not employed at all, and most women are not employed outside the home. Thus, a fairly large pool of qualified labor appears to be available.

In general terms, the local labor force possesses the knowledge and skills needed for current and anticipated economic activities. Although numerous respondents spoke to the need for specific occupational or skill training, basic levels of literacy and numeracy in the population appear to be adequate for the level of technological development. Similarly, many business leaders described the need for more sophisticated technologies and techniques but showed no concern about the ability of workers to use those technologies and techniques.

Current economic conditions in Dinar appear to be susceptible to countermeasures. Continued diversification and the simple expansion of economic activities currently in place should be perfectly feasible. All such possibilities appear to hinge on one conceptually simple requirement: capital. If working capital can be brought into the local economy--necessarily from outside, since it appears not to be available locally--to finance diversification and expansion, additional employment opportunities can be created. All opinions expressed by respondents point to the fact that economic recovery depends solely on providing jobs for Dinar.

Sociological Issues

The local system of stratification is potentially supportive of strong directions in economic development. It appears, for example, that the social class system in Dinar rewards hard work and smart business acumen with social mobility. Since two of the three determinants of social status--wealth and professional status--are acquired characteristics, the possibility of acquiring them can act as an incentive for economic activity, just as possession of them is a reward for such activity. Thus, it appears likely that the social and economic systems of Dinar can be mutually reinforcing.

Community power resources alone are not sufficient to bring about economic development. The local representatives of the centralized administration lack the policy- and decision-making authority necessary to initiate economic development. The locally elected municipal government may have limited effectiveness as an advocate for Dinar on the national political scene. Finally, local business leaders lack the capital necessary to begin economic development activities.

Public attitudes toward Dinar facilitate economic development. The people of Dinar feel a fundamental loyalty toward the district. Whether this loyalty is actually toward Dinar

per se or toward the extended families that inhabit the district is immaterial in the final analysis; most important is that most people appear to want life in Dinar to improve and are willing to work to achieve such improvement.

The role of tradition, although not immutable, is very powerful. In some respects, the people of Dinar accept the notion of change and the need for change if economic development is to occur. For example, new technologies and techniques in work are viewed with enthusiasm; increased opportunities for established industries are universally accepted; the economic need for women to work outside the home is very well understood. However, the appetite for wholesale change in Dinar is limited. It is explicitly preferred that women who must work do so in traditional female fields, usually in the home, and the idea of introducing new industries or new products into the local economy meets with skepticism.

The people of Dinar do not feel that they are in control of their own economic future. Local perceptions of the loci of community power, of the availability of local capital to finance economic development, and even of the individual's ability to move elsewhere to seek employment--these are indicators of a lack of political, social, and economic efficacy of Dinar residents. Overwhelmingly, people feel that what happens to Dinar will be the result of decisions made and actions taken elsewhere.

The range of economic development activities acceptable to the people of Dinar is wide. A side effect of the perceived inability to control their own economic future is that the people of Dinar are very likely to accept any form of economic development that does not violate a specific set of traditional concepts concerning work. Although many individuals expressed a preference for one activity over another, in all likelihood any development activity will be well received as long as it does not violate traditional gender roles or depart too widely from existing economic activities.

Perceived barriers toward youth in the work force are not a significant factor. The perception of some youth that they encounter discrimination in seeking employment is not to be denied. However, it seems only reasonable to assume that this perceived discrimination is situationally bound: a preference on the part of employers to provide work for adults with family responsibilities is more likely than not a reflection of stark economic realities in the district. It seems a safe assumption that a general improvement of economic conditions will change the fundamental situation in which such discrimination is perceived.

EDUCATION

The general state of education in the district does not currently present an obstacle to economic development. It does appear that some repairs and additional construction are in order for educational facilities in Dinar. Likewise, the capacity of educational facilities may eventually need to be further expanded to accommodate increased labor market demand if economic conditions reverse. At the moment, however, the problem is too many graduates for local needs, not too few.

Similarly, curriculum goals and training content appear to be appropriate for the current state of technological development in Dinar. Literacy and numeracy skills also appear to be widespread enough among the population as a whole to support additional employment at that level of technological development. If economic development activities lead to a more advanced state of technological development in the work place, curriculum goals and training content will certainly require updating--but that point has not been reached yet.

Although conditions of access and equity are not ideal, they are not significant deterrents to economic development. Ideally, all students would enjoy equal access in practice to all educational opportunities, regardless of gender, class status, family income, or handicapping condition. Nonetheless, the access currently provided to educational opportunities does not appear to threaten economic progress. In fact, such questions of equal access should more properly be considered as part of larger cultural issues such as the role of tradition--issues that, although valid considerations, have only a limited role in determining economic development in Dinar.

4

RECOMMENDATIONS

The recommendations that can be made on the basis of this study effort are simple, straightforward, and two in number:

- *Funding should be sought to initiate economic development activities in the district of Dinar*--Given the fact that current economic conditions in the district of Dinar appear to be susceptible to countermeasures, funding for economic development would be a good investment. The return on such an investment would the revival of a healthy and growing economy in the district; the district then could contribute to national economic growth rather than constitute a drain on it. Funding to initiate economic development economies should include (1) the costs of producing an economic development plan specifically tailored to meet Dinar's unique needs and capitalize on its unique strengths and (2) the costs of capital expenditures and customized training needed to implement the economic development plan.

- *Any economic development plan for Dinar should meet these criteria:*

  - *Planned economic activities should be labor-intensive.* Perhaps Dinar's greatest economic advantage--and its greatest economic liability--is its large, underutilized labor force. Planned activities should capitalize on this advantage, avoiding the expense and difficulty of relocating workers from elsewhere to meet expanded employment needs in Dinar. Equally, planned activities should directly address this liability, converting unemployed labor into productive labor.

  - *Planned economic activities should capitalize on the current work skills of the local labor force.* Likewise, it would make little sense to create job opportunities, however labor-intensive, that called for technological knowledge and skills not possessed by the abundant supply of local labor. Furthermore,

there appears to be ample need for a simple expansion of economic activities at the current level of technology.

-- *Planned economic activities should respect the conservative and traditional nature of the people of Dinar.* If development activities are truly to result in permanent improvement of the economy, they must be acceptable to the people expected to participate in them. Consequently, planning for development must take into account the attitudes of the people of Dinar toward tradition and change. Increased employment opportunities should be created for women, at least in traditionally female fields. This should not, however, preclude eventual progress in the expansion of employment opportunities for women. Likewise, planners should keep in mind the stated preference of respondents for expansion in existing activities over the introduction of radically new areas.

-- *Planned economic activities should as far as possible capitalize on Dinar's economic advantages.* Dinar's strategic position in the regional transportation network, its abundance of arable land, its adequate supply of appropriately skilled labor, and its position as a convenient stopping point on heavily travelled tourist routes are all assets that can be translated into employment opportunities. Perhaps ideal would be a plan in which activities were based on a combination of advantages--for example, activities that were labor- or land-intensive but not capital-intensive, that required a level of job skills currently possessed by the local labor force, and that resulted in products that could be distributed in the regional transportation network.

-- *The plan should be based on input from the people of Dinar and should include techniques to rally the support of all the people.* Involving the people of Dinar in the development of the plan will help them feel a sense of ownership in the plan and in its eventual success. A wide sampling of opinion should, likewise, help avoid any appearance that the plan and subsequent activities amount merely to partisan politics.

-- *The plan must include the use of start-up capital from outside Dinar.* It is universally perceived in Dinar that the local community does not have the money needed to increase employment opportunities; hence, such capital must be brought in. It may be possible and even desirable for later stages of development activities to involve the use of local capital (hopefully, to be increased as a result of development activities), but planners should not rely on local capital to initiate development.

-- *The plan should include provisions for periodic review of the effectiveness of education.* As development activities get under way, planners and implementers must bear in mind the possibility that the work place may require a more advanced level of technology. Should that eventuality occur, the educational system must be able to step in quickly with new training to meet the new technological needs.

Given the preceding recommendations and criteria for an economic development plan, it is possible to identify candidate components of such a plan:

- o ***Provision should be made to meet the needs of women in the district***--Economic need forces many of the women of Dinar to work in spite of a preference stated by both men and women that women remain in the home. Furthermore, local respondents clearly preferred that women who work do so in traditionally female occupations. Consequently, two areas seem particularly appropriate for women:

  - -- *Cottage industries should be developed to provide home-based employment for women.* Many respondents identified poultry-breeding, tailoring, and carpet weaving as acceptable and promising areas for the employment of women. Other home-based occupations may surface during the course of plan development. Such cottage industries have further advantages as well: they capitalize on the large, underutilized labor force of the district; they call for a level of literacy and technological knowledge and skills currently possessed by the populace; and they result in products that can be easily distributed, given Dinar's excellent position in the regional transportation network. Requirements for start-up capital and technical knowledge and skill training would also appear to be minimal for these occupations.

  - -- *Continuing education should focus on the improved use of work technologies for external employment.* The depressed condition of the local economy often prevents the acquisition and use of state-of-the-art technology in the local workplace. Therefore, women who work outside the home in Dinar risk becoming technologically out of date in the larger national employment arena. Continuing training should be provided in Dinar to ensure that women working outside the home in such occupations as carpet weaving, clerical positions, medicine, pharmacy, and education remain knowledgeable about the latest technological developments in their fields and acquire skill in using new work technologies.

- o ***The problem of employment for the youth of Dinar should also be addressed***--The labor market in Dinar is currently glutted with young people who possess training in occupations in which they cannot find jobs. Such jobs as are available locally are often considered unsatisfying and unrewarding by local youth. Unfortunately, however, many local youth also report that moving elsewhere is a daunting prospect because of the difficulty of findings jobs in other urban areas. A two-fold approach could help provide employment for the youth of Dinar:

  - -- *Outmigration should be facilitated so that youth can be successful at it.* Barring miraculous improvement in the local economy, it seems inevitable that a certain proportion of the youth of Dinar will want and need to leave to find employment outside the district. The likelihood of successful outmigration could be greatly increased by providing career education for youth, which would assist them in choosing occupations that are appropriate for their own talents and inclinations and that provide a reasonable chance of employment elsewhere.

Such a program of career education would require accurate and comprehensive labor market information from the urban centers to which the youth of Dinar are likely to migrate.

-- *Appropriate career education and entrepreneurship education should be provided to youth who wish to remain in the district.* Effective career education, based on accurate and comprehensive local labor market information, can also help the young people of the district to choose appropriate occupations when they wish to remain in Dinar. In addition, training in entrepreneurship could take advantage of the great loyalty that residents feel toward Dinar. Young people could learn how to plan, set up, and operate their own small business in Dinar, creating their own employment opportunities. Such training could provide one means of keeping in Dinar young people of intelligence, initiative, and resource--exactly those who are most likely to leave under current economic conditions.

   For example, the heavy tourist traffic through Dinar during the summer season represents a large, untapped market. Resourceful entrepreneurs might be able to market an appropriate, characteristic handicraft or product of the district to the thousands of tourists passing stopping in Dinar's established tourist restaurants--something unique to the district, inherently attractive, and small enough to be easily carried away by tourists on a bus. Other entrepreneurial opportunities certainly exist as well, and most survey respondents reported their belief that even under the current unfavorable economic conditions, it was still possible to start a successful business.

o *The system of education and training in Dinar should be refined to support the goals and activities of an economic development plan*--Although the current system of education appears to be generally adequate for current economic and employment conditions, new activities conducted under an economic development plan will require new approaches in education and training. In addition to the specific training already mentioned (i.e., technical training for cottage industries, continuing education for women, career education, and entrepreneurship education), other refinements are in order:

   -- *Technical training in high-demand occupations should be emphasized.* Training for occupations that are in high demand, both in Dinar and in urban centers to which youth are likely to migrate, should receive particular emphasis in appropriate curricula. Once again, accurate and comprehensive labor market information can provide a basis for identifying such occupations; effective career education can help young people choose training for such occupations.

   -- *Technical training in high-technology occupations should also be emphasized.* In Turkey as elsewhere in the world, the future of work lies in high-technology occupations; the successful worker not only performs competently in his or her present job but also possesses a set of technological knowledge and skills to draw on for the rest of his or her career. For youth who choose to leave Dinar and seek employment elsewhere, training in a high-technology occupation can

serve as a passport to employment; for those who remain in Dinar, the same high-technology training can provide a basis of knowledge and skills to be used in accommodating a lifetime of change in the technology of the work place.

-- *Opportunities should be provided to residents for training in advanced agricultural technology and techniques and in agribusiness.* Given the great importance of agriculture in the local economy, particular efforts should be made to ensure that the practices and technology of local agriculture approach the state of the art. The parlous state of the local economy makes it imperative that farmers receive the greatest return possible on their investment of money, time, and labor; they must be able to take advantage of state-of-the-art practices and technology in both cultivation and management.

-- *Direct articulation of curricula at the middle, secondary, and postsecondary levels should be implemented to the maximum practical extent.* Equally, both those who provide education and those who receive it should receive the greatest possible return on their investment; articulated curricula can help to ensure that on the one hand, content is not duplicated from one level of education to the next and that students completing one level of training possess all the prerequisite knowledge and skills for the next, on the other. Furthermore, careful articulation can often result in advanced students completing training with the knowledge and skills necessary to enter the labor market at the level of advanced technician.